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ABSTRACT

An international consultation was attended by 40 women workers, educators, and organizers who work directly with women affected by the new "global assembly line" that has developed as a part of the microchip technology industry. The women, who represented 12 countries, shared information and organizing experiences and worked to consolidate an international network and strategy to continue the struggle with the global impact of microtechnology. The meeting began with a five-day exposure to the Philippines followed by four days of formal meetings that included reports on the social, economic, and political context of each country and the situation in the microchip industry. Small group workshops connected workers from different regions who worked for the same corporations and/or on similar issues. A panel discussion on regional and international networking, a group strategy session, and a closing fiesta were also held. The consultation was based on the concept of a global assembly line linking workers around the world that begins in North America, Europe, and Japan; continues in the developing nations; and returns to the developed nations. Special attention was placed on the fact that the microchip industry is creating new and serious health hazards in the work environment, making work increasing more routine, leading to new forms of management control, and creating the prospect of massive unemployment. (MN)

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Photos by Rachel Epstein and Amy Gottlieb

TABLE OF CONTENTS

Introduction..... 1

A. Exposure October 6-10..... 6

I. Manila..... 6
II. Baguio..... 7
III. Bataan..... 9
IV. Negros.....11

B. Consultation Proper October 11-14.....12

I. Summary of Participants' Expectations.....12

II. Country Reports.....12

Malaysia.....13
Indonesia.....14
Thailand.....14
Hong Kong.....15
Japan.....16
Caribbean.....16
Netherlands.....18
Canada.....18
United States.....19
Mexico: Sept.19th Garment Workers Union...21
Summary of Country Reports.....22

III. Workshops on Particular Corporations.....24

1. Clerical work and the export of data processing.....25
2. Matsushita, Motorola, Semiconductor....26
3. Fairchild.....27
4. Philips, Signetics.....28
5. Stanford Microsystems, Texas Instruments.....29

Synthesis of workshop reports.....30

IV. Panel on Networking.....31

1. Caribbean Association for Feminist Research and Action (CAFRA), Trinidad and Tobago.....31
2. Research Institute Branch Electronics (SOBE), Netherlands.....31
3. Committee for Asian Women, Hong Kong...32
4. Isis International, Rome.....32
5. Women's Movement and International Networking, Philippines.....33
6. Participatory Research Group, Canada...35

V. Group Strategy Session.....37

VI. Fiesta.....38

VII.Evening Audio-Visual Presentations.....39

VIII.Evaluation.....39

IX. Microtech Committee Follow-up.....42

C. Resources from the Consultation.....44

INTRODUCTION

The micro-chip technology consultation took place in Manila from the 5 - 15th of October, 1986. Participants were forty women workers, educators and organizers who work directly with women affected by the new international division of labour or "global assembly line" that has developed as part of the micro-chip industry. The women present represented twelve countries: Malaysia, Indonesia, Thailand, Hong Kong, Japan, Philippines, Netherlands, Jamaica, Trinidad, Mexico, Canada, and the United States.

The consultation was designed to be an opportunity to share information and organizing experiences and to consolidate an international network and strategy to continue the struggle against the global impact of microtechnology.

The meeting began with a five-day exposure to the Philippines which included two days in Metro Manila followed by three-day trips to one of Baguio City, located north of Manila and the site of an Export Processing Zone (EPZ), the Bataan peninsula, east of Manila, site of another EPZ and an American naval base, or Negros, a southern island and heart of the sugar industry in the Philippines.

The exposure was followed by four days of formal meetings which included reports on the social, economic and political context of each country and the situation in the micro-chip industry; small groups workshops which connected workers from different regions working for the same corporations and/or on similar issues; a panel discussion on regional and international networking; a group strategy session; and a closing fiesta.

The consultation was based on a conception of a global assembly line which links women workers around the world. It begins in North America, Europe and Japan where the research and design for micro-chips is carried out and where assembly workers, often immigrant women, fabricate "wafers" or large sheets of micro-chips. These wafers are sent to factories in "Third World" countries, particulary Southeast Asia, where women factory workers, working for poverty wages in dangerous working conditions, cut, bond and test the micro-chips for re-export to industrialized countries where they are assembled, again often by immigrant women, into a multitude of products including office equipment.

The introduction of this new office equipment into offices in inudstrialized countries is creating new and serious health hazards for women workers, as well as increasingly routinized work, new forms of management control and the prospect of massive unemployment.

A relatively new development has stretched the global assembly line back to the "Third World" as corporations have begun to "export" data processing to regions where they can reap the benefits of women's high literacy skills and low wage levels.

Information shared at the consultation filled out and broadened our conception and analysis of the global assembly line in a number of ways.

The country reports at the start of the meeting put the micro-chip industry in the context of developments in the world economy, particularly the expansion of the operations of multinationals all over the world. The governments of many "Third World" countries are following economic policies which make them increasingly dependent on export-oriented industry and investment by multinationals. These governments compete with each other to attract foreign investment, and safeguard the interests of multinationals by offering incentives which include tax breaks and guarantees of a docile and cheap labour force. Export Processing Zones, many of which include micro-chip production plants, are being established in more and more "Third World" countries and are often tied to International Monetary Fund loans.

Multinational corporations are also moving factories from country to country, depending on the availability of cheap labour and other financial incentives. Workers who demand better wages or working conditions or who attempt to organize are constantly threatened with plant closures, and workers in different plants and different regions are played off against one another.

The micro-chip industry worldwide reached a peak in 1978-79 and is currently experiencing a slump. Southeast Asian participants at the consultation gave account after account of the effects of massive retrenchment (lay-offs) and unemployment in the industry. This is due partly to the overall decline in the industry but also to the impact of automation. Computerization in micro-chip plants is eliminating thousands of jobs.

Caribbean participants were particularly concerned about the increase in the export of data processing to the Caribbean. As a cost-reducing measure, U.S. companies are beginning to export the most mechanized, labour-intensive functions of their data processing to English-speaking Caribbean countries which have a relatively high education level. Wages are low, production quotas are high, and women workers are experiencing a variety of health and safety problems.

The export of data processing is just beginning and it is important that we begin to do research and education immediately so as to initiate an effective and coordinated response.

Besides the impact of automation in production plants and the export of data processing, it became clear that our conception of the global assembly line also needs to include workers in production and assembly plants in North America and clerical workers in "Third World" countries whose work is beginning to be affected by new technology.

What was most inspiring about the consultation was learning about the ways that women workers in every region are doing educational and organizing work, often in the face of repressive political regimes which outlaw and severely punish political activity and where organizers are subjected to intimidation and harassment.

Women are developing innovative ways of reaching one another, whether it be through day care centers, grocery stores, or by talking to other workers in the factories. Women in Malaysia have been trying to organize a union in

the Export Processing Zone since 1978; in Hong Kong women workers organized a union in a Fairchild plant by beginning with a sewing club; workers at Stanford Microsystems in the Philippines have been on strike since June 30, 1985; women in the Netherlands formed the Housewives Union to fight for the rights of women; in Silicon Valley, California workers are fighting on-going battles to protect themselves and their communities from the devastating chemical hazards of the industry.

In many countries where women are attempting to form trade unions they are confronted with two tendencies in the trade union movement, one which sees trade unions as part of a larger movement for worker's rights and social change, and the other which tends to operate more collaboratively with management. The consultation reaffirmed our desire to join and form genuine, democratic unions which take seriously the specific experiences and concerns of women.

At the group strategy session which closed the meeting participants agreed to a number of actions: to establish an on-going exchange of research, information and publications; to include an international perspective in all our work; to strengthen our worker's education programs and efforts to organize women workers; to plan further exchanges of workers and organizers from different regions; to organize solidarity and financial support for campaigns and appeals in different regions; and to translate relevant materials and learn new languages - an essential part of international solidarity.

Probably the most significant outcome of the consultation is the network that was developed. For many participants it was a unique opportunity for face-to-face contact with such a wide range of women working in related areas. The fact that most participants were either workers or grassroots educators or activists meant that the tone and direction of the meeting was practical and well-grounded in day-to-day experience.

As this network develops over the coming months and years, there are some important issues we need to address. This international consultation was an important moment in the struggle of women workers around the globe to educate ourselves and take collective action to improve our working lives, and to resist the multinational micro-chip industry. We need to take the oppportunities provided by the consultation to re-evaluate our work and to deepen the debate about the best ways to contribute to the growth of a strong and effective movement of international solidarity.

During the consultation we learned a great deal about educational and organizing efforts in different countries. We now need to reflect on how these lessons can be applied in our own contexts. What can we learn from the KMK's efforts in the Philippines to mobilize women workers, and their integration of feminist and trade union issues? Should we follow the example of SOBE, in the Netherlands, of linking workers from different regions of the world who are employed by the same corporation? What lessons can we draw from women who are living under repressive political regimes in Southeast Asia and are still managing to reach and organize women workers? What can the Massachusetts Office Technology Education Project's model offer us in terms of reaching unorganized clerical workers in North America?

The global assembly line in the micro-chip industry is a manifestation of the complex relationship between imperialism, racism, and the oppression of women. How can women's organizations and labour unions in different regions of the world be mobilized to address these fundamental issues? Assembly workers in North America and Europe are often Black women, women of colour, and immigrant women from some of the same countries that are home to micro-chip production plants in the "Third World". What implications does this have for the broader struggle against racism and imperialism?

In many ways educational and organizing work in North America is relatively underdeveloped and it is not immediately clear where to focus work in order to make the best contribution to local struggles and to international solidarity. Different groups of women workers have quite different needs and strengths. Assembly workers in the local micro-electronics industry are confronted daily with racism and imperialism, in addition to low wages and low levels of unionization. Clerical workers in small work places also suffer from low wage levels and a lack of unionization, as well as the increasing impact of micro-chip technology on their jobs. Unionized clerical workers, as part of the labour movement, can offer much concrete financial and organizational support.

We need to re-evaluate what kinds of links will be most useful for struggles at each point of the global assembly line and how the network established at the consultation can be part of this process.

As our work develops we also need to continually assess our focus and strategies. Is our specific focus on the micro-chip global assembly line the most useful in terms of building concrete solidarity, or should we be including women workers in other industries, or trying to link women working in different Export Processing Zones around the world?

These questions will only be answered as the network becomes concrete. The connections that were made in October need to grow and consolidate. To this end, the Microtech Committee has begun a series of networking memos to participants which will update on follow-up activities, distribute slides and photographs taken at the consultation, establish a clearing house for information and materials exchange, and, most importantly, continue a discussion of long-term strategy.

As the long-term discussion evolves, a number of immediate follow-up activities are being pursued. The Microtech Committee has put together the following Summary of Proceedings and will be producing a popular education booklet, for use in each region, based on the information, case studies and strategies presented at the consultation. Participants from the Asia region are planning a series of regional seminars to share the information generated and exchanged at the consultation with other workers and organizers who were unable to attend. Other possible follow-up activities include the production of a slide-tape show or video based on the consultation, more extensive research on a broadened conception of the global assembly line, a North American-Caribbean regional exchange on the export of data processing, and a exchange between Philips workers from the Philippines and the Netherlands.

Planning, structure and organization of the consultation

The consultation was planned and organized by the "Microtech Committee", composed of representatives from the Center for Women's Resources, the Women's Center and the Kilusan ng Manggagawang Kababaihan (KMK - women workers movement) in the Philippines, and the Women's Program of the International Council for Adult Education, and the Participatory Research Group in Canada.

Selection and invitation of participants was done jointly by the Microtech Committee, with the team in Canada taking responsibility for participants from Mexico, the Caribbean, Canada, and the United States; and the team in the Philippines taking responsibility for Asia and the Netherlands.

All logistics (food, board, travel, etc.) in the Philippines were arranged by the Filipino team.

An initial schedule and agenda for the meeting was agreed upon by the Microtech Committee, but once the formal part of the consultation was underway a larger Steering Committee was struck which met nightly to plan the following day's agenda. The Steering Committee consisted of seven participants, one each from (Malayasia, Indonesia, Thailand); (the Caribbean, Mexico); (Hong Kong, Japan); (Canada, United States); (the Netherlands, Italy); and two representatives from the Microtech Committee, one from Canada and one from the Philippines.

Micro-chip Technology: ITS IMPACT ON THE LIVES OF WOMEN WORKERS

CONSULTATION SCHEDULE

METROMANILA OCTOBER 5 - 15, 1986

	SUNDAY 5	MONDAY 6	TUESDAY 7	WED 8	THURSDAY 9	FRIDAY 10	SATURDAY 11	SUNDAY 12	MONDAY 13	TUESDAY 14	WEDNESDAY 15
	ARRIVAL	BREAKFAST					BREAKFAST				
		ORIENTATION					FOCUS	COUNTRY PROFILES	MICRO-CHIP TNC'S	LESSONS FROM PRACTICE	STRATEGIES
7:00 TO 8:00											DEPARTURE
8:00 AM								MALAYSIA	UK TNCs PANEL	UNION STRUGGLE	REGIONAL PLANNING WORKSHOPS
9:00 AM		TEAM EXPOSURE TRIPS						INDONESIA	TEXAS INSTRUMENTS AUSTRALIA FAIRCHILD	POPULAR EDUCATION	FREE DAY
10:00								THAILAND	EEC TNCs PANEL	MOVEMENT BUILDING	
BREAK							REFRESHMENTS				
11:00		METROMANILA (ALL PARTICIPANTS)		• BAGUIO • BATAAN • NEGROS (THREE TEAMS)				HONG KONG	ASIAN TNCs PANEL	PLENARY DISCUSSION	WORKSHOP REPORTS
12:00 NOON								JAPAN	SUMMARY OF PANEL ISSUES		PLENARY SESSION
1:00 PM							LUNCH				
2:00 PM								MEXICO	WORKSHOPS	WORKSHOPS	INTRA-REGION ACTION PLANNING SESSION
3:00 PM								CARIBBEAN			
4:00								HOLLAND			
BREAK							REFRESHMENTS				
5:15 PM								CANADA	PLENARY SESSION SYNTHESIS	PLENARY SESSION FRAMEWORK FOR PLANS	SYNTHESIS AND EVALUATION
6:15 PM								UNITED STATES			
7:15 TO 8:30		INFORMAL SESSIONS				PLENARY SESSION ON EXPOSURE EXPERIENCES	DINNER				
8:30 10:30 PM								SUMMARY DISCUSSION	MOVIES AUDIO-VISUALS	RECHARGING • SINGING • DANCING • POETRY READING	Fiesta!

A. EXPOSURE October 6 - 10

The first two days of the five-day exposure were planned for Metro Manila. Due to an unexpected typhoon which resulted in many roads becoming inaccessible, the two days were reduced to one.

Participants were then divided into three groups for the second part of the expsoure - a three-day trip to one of Baguio, Bataan or Negros. Baguio City is located north of Manila and is the site of an Export Processing Zone, as is Bataan, as well as being home to a U.S. Naval Base. The Bataan Peninsula is located east of Manila. Negros is one of the southern Philippine islands and is the heart of the sugar industry in the Philippines and headquarters of the National Federation of Sugar Workers.

MANILA

The exposure to Manila included:

Semi-Conductor Devices, Philippines Inc. (SDPI) - an electronics company. Wages are fifty-four pesos/day (less than $3 U.S.); forced overtime; health hazards associated with chemicals, eyesight; workers have recently formed a union and have negotiated fourteen days holiday/year, three days education leave, a hundred peso ($5 U.S.) eyeglass subsidy.

North American Garment factory - a Germany garment company. Wages are fifty-four pesos/day for a contract worker, sixty-three pesos/day for a regular worker; fourteen days holiday/year. Workers from this company were given land by Marcos before the 1976 election. After the election the land was confiscated by the military and the workers' houses were bulldozed. They are now fighting in court to reclaim the land. The houses are small, one room houses approximately eight people, including children, and people have to haul water a considerable distance.

Matex Textile Co. - a textile company in Valenzuela which has been on strike for seven months. Wages are currently eighteen pesos/day (less than $1 U.S.) and the strikers are demanding a three-peso/day increase. They work twelve hours/ day, six days/week and experience health and safety problems related to dyes. The company won't tell the workers what chemicals are in the dyes.

Corn chip factory - on strike for two years, workers were locked out and factory burned down.

Smokey Mountain - a community located on a garbage dump. People make a living by sorting through garbage and selling it to junk dealers. Malnutrition and disease are rampant.

Fort Santiago - an historic Spanish fort.

BAGUIO

One group of participants went by bus to Baguio City where they were given an in-depth orientation to the situation of workers and the labour movement in Baguio by the Program Director at CLEAR (Center for Labour Education Assistance and Research). CLEAR was formed in 1983 to assist the building of a strong labour movement in this area. It is an independent, autonomous organization that does labour education, research, and produces publications.

Since 1980, the focus of the Baguio economy has shifted from the agricultural and service sectors to the industrial sector. The minimum wage is 53 pesos/day and the majority of workers are unorganized.

The Baguio Export Processing Zone (EPZ) was established in 1979 by a proclamation signed by Marcos. Eighty families were displaced, put in bunkhouses, and promised housing that never materialized. There are ten factories in the EPZ, employing 3,620 workers.

The Philippine government's rationale for the establishment of EPZs was that they brought investment, jobs, and the transfer of technology. Corporations within the EPZs are provided with:

1. free remittance of profits (i.e. they don't have to reinvest a percentage in the Philippines)

2. tax free during first five years (extensions are granted if show a loss)

3. capital - the government provides building, land, and development costs. Corporations only need to supply machinery.

4. cheap labour

5. priority in dollar allocations for foreign exchange dealings

Texas Instruments (TI) produces integrated circuits for use in office and household machines and for military use. In 1984 total sales were $99.47 million. In the Baguio City EPZ Texas Instruments employs 1,867 workers. Eighty-five percent of these are women, the average age is twenty-forty years old and 53.7 percent are college graduates.

Workers at TI work three shifts which change every two weeks; they work six days/week and two Sundays a month, which means they have only two days off per month. There is a "no absences incentive scheme" which rewards workers with small gifts such as jackets, umbrellas, and flashlights if they don't take days off.

Wages range from $2-3.50 US/day. Increases are based on job performance, lack of absences and a worker's relationship to the manager. Wages increase after three months of work and again after six months. In 1984 TI

laid off three hundred and forty-two workers who had worked almost six months. When they were rehired their previous seniority was not counted.

Workers are in contact with hazardous chemicals like ethylene, liquid nitrogen, and mold compound. They complain of anemia, urinary tract infections, ulcers, eye defects, rheumatism, migraines, lung infections, skin allergies, sinusitis, and miscarriages. The company provides workers with masks and gloves but these are very thin and are intended to protect the circuits more than the workers.

TI workers are barraged with propaganda about their high wages and good conditions. The company is posed as "one happy family", with "TIers" being an elite group of achievers. Plaques are given for high production and are put up beside trees in the TI "Quality Garden".

Workers who try to organize have been laid off and the company threatens to close shop if a union is formed. Sexual harrassment of women workers is common. Workers talk of a management policy of "lay down or laid off".

This group of participants also visited **Kelly Mine**, a gold mine near Baguio City. Workers earn $3/day and live in five company-provided bunkhouses, each containing sixty-two rooms. Each room houses five to ten people and there is only one toilet and one cooking area for each bunkhouse.

The mining company offers a "Bunkhouse Incentive Scheme" and a "Bunkhouse Beautification Contest" in which the bunkhouses are inspected every two weeks and a prize of 200 pesos ($10 US) is given to the cleanest bunkhouse. Women are also given prizes for doing small things to make the bunkhouses more "beautiful".

The miner's wives are organizing. Their demands are: access to a doctor every day; a janitor to clean the toilet areas every day; and repairs to damaged kitchens.

Meeting with Teresita and Corazon, workers at an artifical flower and foliage company in Baguio.

BATAAN

Another group of participants drove to **Mariveles**, a city on the Bataan Peninsula. There they were given an orientation to the region at the **AMBA BALA** office (Bataan Alliance Labour Associations).

The group visited the homes of garment and electronic workers and met the head of the local fishermen's organization. The fishermen's major problem is the presence of large Japanese fishing trawlers that take a large catch and deplete fish stocks.

The construction of the **Bataan Export Processing Zone** (EPZ) resulted in the relocation of two barrios. The group visited the relocation village, which is similar to Smokey Mountain in Manila.

The Bataan EPZ was established in 1974 with fifty-six companies. Since then many plants have closed, creating a high level of unemployment. Currently there are thirty companies operating in the Zone, employing 15,000 workers, 80 percent of whom are women. The average salary is fifty-four pesos/day.

A visit was paid to the administration building of the Bataan EPZ which contains a cell that was used to hold fifty-four workers arrested during a strike. Special security forces are visible everywhere in the Zone and workers are frisked on their way in and out of the factories.

The group toured the **Mariveles Apparel Corporation**, a Japanese-owned garment factory in the EPZ where workers have organized a strong union. In another factory, management refused to negotiate with the workers when they organized. The workers went on an illegal strike and were then suspended by management.

There is generally a high level of militancy in the Bataan EPZ, with some strikes organized as a direct challenge to the anti-strike law in the Zone. When one company strikes workers in other factories often go out in sympathy. Worker's demands focus on job security, the right to organize, and resistance to union-busting.

The group also toured the **American-Philipino Fibre Company**, a company that imports garbage from the U.S. The garbage is sorted by Philipino workers and then exported back to the U.S.

A complete contrast to working and living conditions in the EPZ was provided by a tour of the Hilltop Hotel, a five-star hotel built by Imelda Marcos; the country club built by Marcos' brother; a shopping center built with money from the IMF; a hospital that is expensive and inaccessible; Executive Crescent houses on a hill overlooking Bataan; and a beach with white sand imported from Australia.

The group then went north to **Olongapo**, the town adjoining the U.S. **Subic Naval Base**. Olongapo's economy is entirely dependent on the Naval Base. U.S. sailors spend $135 million dollars per year in the town. Prostitution is the major industry. There are 16-17,000 prostitutes or "hospitality workers". They are required to register and take regular physical

examinations, blood and VD tests at the Social Hygiene Clinic financed by the U.S. Navy. So far there are five reported cases of AIDS among the prostitutes. Bar owners act as pimps and Filipina women not accompanied by men are not allowed into bars unless they are working as prostitutes. Child prostitution is common.

The base itself employs 35,000 Filipinos, who are paid 1/10 of their American counterparts. They went on strike but negotiations led nowhere and forty-two workers were fired. A hunger strike was called which helped to consolidate the movement against U.S. bases in the Philippines. Officials tried to use prostitutes against the strikers, for example, by requiring prostitutes to attend a pro-base rally.

The anti-base movement is demanding the conversion of the U.S. bases into industrial, commercial, and educational areas to be used by Filipinos and to provide more jobs for Filipinos.

Poster in garment factory located in Bataan Export Processing Zone.

NEGROS

A third group of participants flew to Bacolod City, the largest city on Negros, where they met their guide from the KMK (women worker's movement). Most of the land in Negros is sugar plantations although 50% of the land is currently uncultivated because of the depression in world sugar prices. Eighty percent of sugar workers in Negros are unemployed.

Wages on the plantations are ten pesos/day for men, eight pesos/day for women, and five pesos/day for children. Children work in the fields and don't attend school.

Negros has a feudal social system in which 7/8 of the crop goes to the landlord, workers are expected to be subservient to the landlord and are not allowed to grow their own food.

Currently there is much organizing among workers. They are struggling for higher wages (30 pesos/day) and for the use of small plots of land to grow corn or rice for their own use, as most families eat rice only three times a week.

The advent of the Aquino government has not changed the situation for sugar workers as their major problem is the lack of land reform. The island is heavily militarized and participants were told about the September 1985 massacre in Escalante in which the military opened fire on a group of marchers and killed 20 people.

B. CONSULTATION PROPER

I. SUMMARY OF PARTICIPANT'S EXPECTATIONS

The consultation began with a round of introductions in which each participant introduced themselves by name, accompanied by a motion that indicated how they were feeling about being here. Participants then divided into small groups and discussed their expectations for the consultation. Reports from the small groups were summarized as follows:

1. to understand the situation of women workers in the electronics industry (particularly retrenchment, automation, and the role of multinationals), through the sharing of the conditions and problems of women across the globe

2. to develop a global perspective on the problems of women

3. to share experiences in organizing women workers (problems, strategies, techniques)

4. to develop and build regional and international networks among women, for information exchange, education and other forms of support

5. to plan strategies and techniques for future work

II. COUNTRY REPORTS

Representatives from each country were asked to make a presentation on the social, economic and political situation in their country in order to provide background for looking at the micro-chip industry and the struggles of women workers. In some cases participants included a report on the state of the micro-chip industry in their country; in other cases they focussed exclusively on the larger picture.

A special time was allotted for a report from the Mexican participants on the struggles of the September 19 Garment Workers Union. Their report differed from the other presentations as it was based in the garment industry, not in the micro-chip industry, but participants were eager to learn about the September 19 union and saw their presence at the consultation as a unique opportunity to develop stronger links between women workers worldwide.

Malaysia

Malaysia has a population of thirteen million, 80 percent of which is working class. Less than 5 percent of the population own 80 percent of the resources and 43 percent of the population is impoverished. Fifty-four percent of plantation workers, 72 percent of fishermen, and 73 percent of farmers live in poverty. The offical unemployment rate is 12.2 percent which does not include retrenched workers.

1980-85	20,000	tin miners retrenched
1975-79	100,000	estate workers retrenched
1980-82	30,000	electronics workers retrenched (now doubled)
1980-82	8,000	textile workers retrenched

The economy is export-oriented and relies heavily on foreign loans and investment, which the government would like to increase.

Child labour is increasing - there are 43,000 known cases. Health and safety conditions are poor. Each year there are 560 deaths in work places, 60,564 disabling injuries, and 195 accidents per day, of which 2 are fatal.

Malaysia has not seen a democratic government since 1948 when emergency rule was imposed in response to "Communist insurgence". There has been no change of government since.

Politically, Malaysia is very repressive. The 1960 Internal Security Act is similar to South Africa's Internal Security Act, and prohibits any organizing. A political critic of the government who agitates or organizes is liable to be detained without warrant and without trial. The Printing Press Act requires permission in order to print anything, the Seditious Act prohibits discussions of race, and the Universities and Colleges Act forbids students to partake in any activites inside or outside of campus.

Labour laws have their roots in the colonial period. Strikes can't be called for recognition of a union; more than 10 people in the same department taking medical leave is defined as a "strike"; and promotions, lay offs, and transfers are all management perogatives. Since 1978 workers have been trying to organize a union in electronics factories in the Export Processing Zone, but so far have been unable to organize. Organizers in the electronics industry have been intimidated by the Special Branch police.

Workers in Penang tend to be more militant, as Penang is an island away from the rest of Malaysia and the Federal government. It is a large industrial area and contains four Export Processing Zones. Women electronic workers in Penang recently occupied a government building after they were retrenched and denied any compensation from the government.

There are three major communities in Malaysia - Malays, Chinese and Indians. The government uses this to divide people and political activists are accused of betraying their race.

Indonesia

Indonesia has a population of 160 million of which 70 percent live off agriculture, mostly rice production, and 30 percent work in the service and industrial sectors, including electronics. Thirty to 40 percent of the corporate sector is foreign-owned. Less than 1.5 percent of the population owns property; 75 percent are workers, and of these 30 percent are unemployed.

Indonesia has been ruled by President Suharto since a coup in 1965. While it is supposedly a democratic state, elections are considered a farce. Any movement or individual that is critical of the government is considered subversive and subversive political activity is punishable by life imprisonment or death. The Security Command Body, under the armed forces, decides who poses a threat to national security.

The major problems people experience in organizing are harassment by the military and the use of religion to divide workers.

There are four main religions in Indonesia - Islam, Christianity, Buddhism and Hinduism. In 1984 a group of workers were meeting in a mosque and were attacked by army guards who shot forty to sixty people. The newspapers reported only four deaths and the agitators were accused of misusing a house of worship.

Thailand

Thailand has a population of fifty-five million, of which 97 percent are Buddhist. There are seven million workers, two million in factories. Only 6 percent of workers are organized.

Thirty-four percent of foreign investment is American and 28 percent is Japanese. Most factories are Japanese-owned while U.S. investments are in mining and petroleum. The U.S. had bases in Thailand during the Vietnam War.

Thailand was never colonized by Western powers and is ruled by a very strong monarchy. The absolute monarchy was overthrown in 1932 and was replaced by a constitutional monarchy. A coup d'etat in 1959 established a military regime which ruled until 1973, when a more democratic atmosphere began to develop. From 1973-76 the student movement was active and workers and peasants formed organizations including the Thai Trade Union Congress and the Farmer's Federation of Thailand. This period of activity was repressed with another coup d'etat in 1976 in which many students were killed and more than 10,000 people were arrested. Following these events many thousands of people joined the Communist Party. There are currently approximately 20,000 armed guerillas in Thailand, and some areas have been liberated.

Most people in Thailand still have a deep respect for the King.

Hong Kong

The Communist revolution in China in 1949 sent large numbers of refugees to Hong Kong, which now has a population of six million.

The country is leased to Britain for ninety-nine years which end in 1997, at which time it will become a special administrative part of China. Discussions are currently underway about the possibility of organizing political parties and elections. Two major impacts are expected from the expiry of the lease - a transfer of capital abroad and an outflow of professionals.

The political system is currently "consultative democracy", the governor and executive council decide policy and there is a legislative council with representatives from twelve different groups. The first election was held in 1985.

The economy is dependent on foreign markets; industry is export-oriented and controlled by multinationals, with the leading industries being textiles and electronics. Government policy is one of non-intervention, there is no minimum wage and no control of foreign currency.

There are 2,500,000 workers in the labour force in Hong Kong, 800,000 in the manufacturing sector, 555,000 of whom are women. The unemployment rate is 3.5 percent. Wages are $320-450 U.S./month and 1/4 to 1/3 of this usually goes for housing which is difficult to find, particularly with children. Women workers often work two jobs (twelve-sixteen hours/day) in order to meet expenses.

In total there are 440 unions and 17 percent of the work force is unionized. Seventy unions are in the Federation of Trade Unions (pro-Peking), 65 are pro-Taiwan and the rest are independent. There is some cooperation between unions and attempts to put aside political differences, for example, in a fight for accumulated sick leave.

The electronics industry began to develop in the early 1960s and is now the second largest industry in Hong Kong, employing 75,000 workers, 70 percent of whom are women. Initially most of the women workers were 13-14 years old, now they are 17-18 years old and have usually finished junior high school or high school. The corporations operating in the industry are mainly U.S. and Japanese-owned.

There is some level of organizing but only 6 percent of electronics workers are unionized.

Japan

Japan has a population of 120 million, 70 percent of whom are Buddhist. The ruling party is Liberal Democratic. It was originally an agricultural country but since the 1960s industrial growth has been high and it is now the biggest industrial country in Asia, with close relations to the U.S. Industrial growth has caused rural to urban migration and a rise in consumerism.

Japanese labour laws include basic rights. Management labour practices in large corporations include a life-time employment system which guarantees employment until retirement, a seniority wage system based on age and length of service, and enterprise or "in-house" unions in each company.

These conditions apply only to workers employed by large corporations and not to workers in the unorganized sector who work in smaller plants producing or assembling components for the larger corporations.

Thirty-five percent of the work force are women.

The electronics industry experienced rapid growth in the 1950s and 60s due to the increased demand for electrical appliances. In the 1970s the growth rate dropped, partly as a result of the oil and currency crises. A recovery followed due to production of electronic calculators, videos, etc. and through factory automation and computerization. Production increased by 50 percent between 1974 and 1984. The Japanese government also provides financial aid to the micro-chip industry.

While there is very little unemployment in the electronics industry because of the increased market for microelectronic devices, there is concern about the health problems of production workers and of women workers in banking and insurance who are working on new electronic machines.

Caribbean

The Caribbean has been colonized by the Spanish, French, English and Dutch and is now seen as "the backyard" of the United States. Much of the population originally came from Africa as slaves. Trinidad, Guyana and Surinam have large East Indian populations.

The Caribbean Basin Initiative (CBI), a U.S.-planned initiative to increase American economic and military control of the region, was launched in 1982. The CBI offers tax credits and other incentives to foreign corporations opening manufacturing plants in the Caribbean, and increases U.S. military assistance (from $13.8 million in 1980 to $580 million in 1985). As well as being highly financially profitable to the U.S. by encouraging the development of export-oriented industry and the exploitation of cheap labour in the region, it will also provide the U.S. with a military stronghold and increased capacity for intervention. The CBI is limited to countries who favour pro-U.S. regimes. Nicaragua and Cuba, for example, are excluded.

GRANNY AND THE SECRET OF THE MOVING FREE TRADE ZONE
A WEH DIS YA FUNNY STAMP COME FROM?..
MEK MI SEE IT... DEM A INVITE YU TO A CONFERENCE OF INTERNATIONAL WOMEN WORKERS IN THE... PHILLIPINES!
BUT.. ANYBODY EVER SI MY TRIAL!
YU CYAAN GO GRANNY! YU TOO OLD FI TRAVEL!
YU NUH SO YOUNG AS WEN YU DID COOK FOOD DUNG A DI WATERFRONT FI DI WORKER DEM INNA DI 1938 STRIKE!
AN BESIDES... PHILLIPINES NUH HAVE NOTHING FI DO WID YUH!
PHILLIPINES.. DAT'S WEN DEM JUS KICK OUT DI DICTATER AN PUT IN DI LADY PRESIDENT CORY...
PHILLIPINE INTERNATIONAL AIRPORT
WAIT, UNNU HAVE DEM TING YA TOO?
WE SURE DO! WE'RE GOING TO TALK ABOUT THAT AT OUR MEETING TONIGHT.
PHILLIPINE FREE TRADE ZONE
NOW AFTER YOU FRESHEN UP BE SURE TO COME TO OUR RECEPTION IN ROOM 107
MI A GO TEK OFF DI OLE GLASSES.. DEM MEK MI LOOK TOO OLE...
LOOK, LIEWELL THIS MUST BE THE REPRESENTATIVE FROM JAMAICA
WELL PROFITBODY THE WORLD SURE HAS GONE MAD A LITTLE OLD NIGGER LADY REPRESENTING A GOVERNMENT!
101
MI CYAAN SEE DI NUMBER SO GOOD BUT DIS MUS BE DI PLACE!
HAVE SOME CHAMPAGNE MADAM
WELCOME EAST ASIA ELECTRONICS COCKTAIL PARTY
WE'RE LOOKING FOR A NEW BASE, ONE NEAR THE U.S. MARKET. THESE LITTLE YELLOW BASTARDS ARE GETTING UNRULY. WOMEN'S ORGANIZATIONS AND TRADE UNIONS BREATHING DOWN OUR NECKS...
NOT LIKE THE OLD DAYS WITH FERDY...
CONFIDENTIALLY, WE'RE PLANNING A FULL OUT IN JANUARY. JAMAICA LOOKS GOOD, NO TAXES, DUTY FREE IMPORTS, AND WE CAN SEND OUR PROFITS HOME.
ONLY GIRLS CAN DEAL WITH SUCH BORING WORK... NO UNION EXPERIENCE SO WE CAN PAY THEM LESS
DO YOU HAVE A LOT OF WOMEN WHO NEED WORK?
IF WE HAVE TO MAKE A QUICK MOVE, NO ONE GETS UPSET IF WE LAY OFF A BUNCH OF GALS
MI WAAN GO HOME! MI NEVER KNOW SEN A SO UNNU TREAT OOMAN!
GRANNY, WHAT'S THE MATTER? WHERE WERE YOU?
DOWN DI HALL AT DI RECPTION IN ROOM 107
BUT 107 IS THAT WAY... SOMETHING FUNNY IS GOING ON... LET'S INVESTIGATE...
GRANNY HAS UNCOVERED A SECRET PLAN FOR EAST ASIA ELECTRONICS TO PULL OUT OF THE PHILLIPINES. THOUSANDS OF WOMEN WILL LOSE THEIR JOBS. IF WE LET THEM GET AWAY WITH IT HERE THEY'LL DO IT IN JAMAICA AND TO WOMEN ALL OVER THE WORLD. WE MUST CONTACT OUR SISTERS IN
SRI LANKA ...NO, CAN'T STRIKE, NO UNIONS, BUT...
MEXICO ¡SI! ¡SI! WE WILL SUPPORT...
EUROPE SOLIDARITY WITH...
JAPAN YES
KOREA ...DO WHAT WE CAN...
USA BOUND YOU ALL THE WAY...
HAITI OUI... WILL HELP...
MALAYSIA ...YES...
WORLD TIMES
WOMEN IN INTERNATIONAL GO SLOW
NO FREE ZONE PULL OUT
WELL GRANNY, YU TUN HERO NOW, BUT WEN YU STOP DEM FROM COMING HERE, IS A WHOLE HEAP A JOB YU STOP WI FROM GETTING...
TRUE, BUT IF WI NEVER STOP DEM OVER THERE NEXT WEEK, ONE A DEM OVER HERE MIGHT DECIDE FI PULL OUT AND LEF WI SAME WAY...
DAT'S TRUE...
DEM FREE ZONE SET UP MULTINATIONALLY
SOWE CYAAN JUS DEAL WID DEM LOCALLY, IF WI WAAN WI RIGHTS, WI HAFFI UNITE, AN FIGHT DEM INTERNATIONALLY

Cartoon is from Sistren, Volume 8, Issue 2, published by the Sistren Theatre Collective in Kingston, Jamaica.

The CBI is also designed to shift labour from Taiwan, Hong Kong and South Korea where wages are rising as workers organize. It has been compared to "Operation Bootstrap" in Puerto Rico in the 1950s and is often referred to as "the Puerto Ricanization of the Caribbean." It will further underdevelop the Caribbean and add to hunger and rural poverty. It will also encourage the development of Export Processing Zones which create labour intensive work for women in factories at low wages and with associated health problems.

Industrialization is occuring in the Caribbean in the following countries and industries: Antigua - electronics, garment; Barbados - electronics; Trinidad - oil, ferilizer, assembly, garment; Jamaica - food processing, data processing; St. Lucia - electronics; Haiti - all industries.

Jamaica's population is 90 percent Black and 80 percent of the population is working class. The economy is largely agricultural with an increasing dependency on export-oriented industries. The 1970s saw the establishment of Free Trade Zones and in the 1980s export-oriented agriculture replaced cooperatives in the sugar industry.

The International Monetary Fund (IMF) is central to the livelihood of every Jamaican. IMF policies affect lay offs, the importation of foreign goods, the devaluation of Jamaican currency and increases in the security budget. There are currently debates going on in the country about the continuation of dependency on the IMF.

The minimum wage is $56/week ($9 U.S.) and $86/week ($14 U.S.) in the Free Trade Zones. In general, the cost of living is high and malnutrition and disease are common.

There are 12,000 workers in Free Trade Zones in Jamaica. The conditions in the FTZs are characterized by: low wages; forced overtime; production tied to minimum wage; use of warehouses with poor ventilation as factories; little protective clothing; poor canteen facilities; poor sanitary conveniences; humiliating disciplinary procedures by supervisors; regimented work environment; divide and rule tactics such as incentives, and beauty contests; health problems such as urinary tract infections and PID; inadequate medical care; no job security.

Netherlands

The Netherlands is the most densely populated country in the world. It is an industrialized country that has been ruled by a social democratic government for the past seven years. It is home to three of the world's largest multinationals - Philips, Shell and Unilver.

The welfare system was introduced after WWII when the economies of European countries had been destroyed. It helped deal with poverty but was also an attempt to stem the growing Communist influence that had developed during the fight against the Nazis.

The gap between classes was smoothed over until the economic crisis of the late 1970s when the unemployment rate dramatically increased (currently 14 percent) and more and more people became downwardly mobile. The government response has been to institute cutbacks, including a new policy which reduces welfare payments, with a rationalization that the welfare system has made people "too lazy".

The trade union movement is generally conservative and male-dominated and membership in unions is declining. The strike rate is low and a "cooperative" relationship between labour and management is fostered. Some groups see unions as a direct service to members, while others see them as part of larger social movements. The federation of workers is called the FNV.

The unemployment rate among women is 25.8% and there is a strong tradition of women being responsible for domestic chores. However, the Housewives Union is a member of the FNV and fights for equal rights, jobs, childcare, more recognition of women's work, extension of educational services, the right to self-determination, a clean and safe environment, and peace and disarmament.

Canada

Canada measures 5000 miles from sea to sea and has a population of twenty-six million. The national unemployment rate is 10 percent (though it is higher in some provinces), and the unionization rate is 37 percent (higher for men than for women). Minimum wage is $3.50 - $4.00 (CAN)/hour. There is an unemployment insurance system and medicare.

Canada is an imperialist as well as an imperialized country. Many corporations (and unions) operating in Canada are headquartered in the U.S. The economy is resource-based, with large regional differences. Some manufacturing is done within the country, but Canada is dependent on the U.S. for most of its manufactured goods. The number of workers employed in the public sector is increasing.

The political system is a three-party parliamentary system. Brian Mulroney of the Progressive Conservative Party is the current Prime Minister. He takes much direction from Ronald Reagan and the United States.

More and more women are working outside the home but are still paid only 60 percent of what men earn and there is not enough support in terms of childcare or maternity and sick leave. Two-thirds of women workers are in the service, sales and clerical sectors.

Thirty percent of women workers are in unions, primarily in the public sector. They are increasingly demanding a voice within their unions and there have been some recent attempts to organize previously unorganized women workers in department stores, restaurants and banks, as well as an on-going struggle for equal pay for work of equal value.

There are several broad currents in the Canadian women's movement. These include a more bourgeois, middle class section that tends to be more career-oriented and to work for legislative reforms; a radical feminist section that focusses on issues like rape, pornography, wife-battering, prostitution; and a socialist feminist section that focusses on issues of race, class and gender. These different currents are not entirely distinct or separate. Lesbians play a significant role in the North American women's movement.

Canada has a large indigenous population, as well as a large immigrant population. The province of Quebec has a separate language (French) and a distinct cultural history and identity from the rest of Canada. Immigrants and people of colour tend to be ghettoized in particular occupations such as farm and domestic work and garment manufacturing and there is currently an influx of immigrant women into data-processing work.

In general there is a political swing to the right. The federal and provincial governments are cutting back funds to education, social services and social assistance, and anti-union, anti-abortion forces are on the rise as are state censorship and control.

United States

With the end of post-WWII prosperity, the last decade has seen a major transition in the political, economic, and social structure of the United States. The anti-labour, right wing climate that is developing is having serious implications for people all over the world because of the imperialist role the U.S. plays internationally.

In the U.S., corporations are shutting plants down and moving them to the southern States or to "Third World" countries where wages are lower and unions are weaker. Unemployment is rising as is the general level of poverty. The military budget continues to skyrocket, at the same time as huge budget cuts are being made in food stamps, school lunches, and other social programs.

The effects of increasing poverty on women has added strength to the feminist movement.

Silicon Valley in California, formerly known as the "Valley of Hearts Delight" and now referred to as the "Valley of the Shadow of Death", is home to some of the largest micro-chip corporations. While there is some

employment, mostly for men, in highly-paid research and development work, large numbers of immigrant women work under extremely hazardous conditions in assembly plants. Counter to the "clean industry" image fostered by the multinationals, many of the women working in the plants, as well as people living in surrounding communities, are suffering severely damaging health problems.

Women workers in North America are experiencing major problems directly related to the introduction of technological change. Workers in virtually every sector including bank tellers, supermarket cashiers, telephone operators, airline ticket agents, and library workers, are facing:

Loss of jobs: The total number of clerical and service jobs available is already shrinking; literally hundreds of thousands of these jobs are expected to disappear in the next decade.

Loss of mobility: The number of new high-tech jobs being created is only a fraction of the number of jobs being lost, and clerical workers are largely denied access to these positions.

De-skilling: Automation often involves a process of transferring knowledge and skills to a machine; so that workers become mere 'machine-tenders'.

Loss of job satisfaction: Instead of performing a variety of different tasks, clerical workers now repeat the same task over and over again.

Increased employer control: Through electronic-monitoring, employers now measure key strokes, bank transactions, and telephone calls - with no concern for the quality of work, much less workers' privacy.

Isolation: Human contact with co-workers and the public is reduced if not outright eliminated. Shift work is increased since employers push for maximum 'cost-effective' use of computer time.

Stress: Clerical workers have the second highest incidence of stress-related diseases; VDT operators have even more.

Health and safety problems: VDT operators suffer numerous physical disorders arising from terminal work - eye strain, dizziness, back pains, headaches, and reproductive hazards resulting from radiation emissions.

Homework: Some companies are beginning to promote homework as the ideal solution for women with family members to care for. But homeworkers are paid on a piece-work basis, enjoy no benefits, and have no change to organize with other workers.

Electronic union-busting: A company whose employees unionize can electronically shift production to a low-wage or non-union region of the country or the world. One U.S. company has already broken a strike in this way.

Mexico - The September 19 Garment Workers Union

The Mexican government is opening up the country to foreign investment with promises of free market conditions and a docile labour force. Free trade zones are being established in several regions.

The garment industry is very large in Mexico and provides jobs for people who, due to economic circumstances, have been unable to obtain formal education. Wages in the industry are very low; the official minimum wage is approximately $3.50 (U.S.)/day. Most garment workers live in poverty with no money left after paying for the basic necessities of rent, light and gas. Meals often consist of a cup of coffee and tortillas.

Children are considered a great treasure and it is not uncommon for a family to have as many as twelve. But there is little child care and the schooling that is available is inadequate and expensive.

The earthquake of September 19, 1985 shook all of Mexico and was the spark that ignited the garment workers union. Many of the garment factories are gutted tenement buildings and were among the first to collapse with the force of the earthquake. An estimated 5,000 women were killed and thousands were injured. Women arrived at work to find their workmates and friends crushed under rubble; the owners finally arrived to rescue the sewing machines. Women who had worked for fifteen to twenty years were left with no compensation and without jobs.

Concepcion, Leith and Evangelina.

On October 18, 10,000 workers marched demanding registration of an independent union for garment workers; on October 20 the union was registered. The union's first struggle was to get compensation for the workers who had been killed, injured or abandoned when the factories collapsed. Their first Christmas was a bitter one.

The union now has 4,500 members and aims to defend and build consciousness among garment workers. They do education on union issues (how to negotiate, the legal system, collective bargaining, health and safety); and hold cultural classes where workers can do aerobics, learn to play the guitar, etc. Child care is provided free at all their meetings.

In the course of their struggle they have had to learn to struggle with many different tactics. These include demonstrations, walk-outs, sit-downs in front of factories, demands for reinstatement after lay offs, picketing in the neighbourhoods of factory owners, slow downs, and staggered work stoppages.

After the union was registered in October 1985, the government passed a law outlawing it. The union resisted with a huge public campaign to show their legitimacy and in September, 1986 were officially reinstated.

They are regularly subjected to patrolling, infiltration and harrassment by police. On May 1 they organized a large march but were denied the right to assemble. The riot squad blocked the course of the march and began to push women back. Many of the women resisted and began to hit back and broke through the police barriers. They dispelled the myth of women being docile and passive. The earthquake and the subsequent formation of the union have evoked a lot of the inner strength of Mexican women.

Summary of Country Reports

Since WWII, U.S. imperialism has developed and expanded to affect more and more regions of the world. The world's resources are no long held in national enclaves, but are brought together through the operations of multinationals all over the world.

The governments of many "Third World" countries are following economic policies which make them increasingly dependent on export-oriented industry and investment by multinationals. These governments compete with each other to attract foreign investment, and safeguard the interests of multinationals by offering incentives which include tax breaks and guarantees of a docile and cheap labour force. Export Processing Zones are being established in more and more countries.

Workers for multinationals in the "Third World" are paid extremely low wages and are subjected to harsh working and living conditions and a variety of health and safety hazards. Women, particularly, are used as a source of cheap labour.

The degree and quality of political repression varies from country to country but in many cases local rulers collaborate with foreign-owned corporations to outlaw political activity and to harass workers who attempt to organize. Race and religion are also used to divide people.

The overall organizational level among workers is still low. In most countries there are two tendencies in the trade union movement, one which sees trade unions as part of a larger movement for worker's rights and social change, and the other which tends to operate more collaboratively with management.

In the microelectronics industry, the combination of a general decline in the industry and the increasing introduction of automation into production plants has lead to a high level of retrenchment and unemployment.

Countries in North America and Europe are experiencing an economic crisis with a corresponding rise in unemployment and poverty, and a political shift to the right. Governments are responding with financial cutbacks, particularly to social programs.

The consequences of the U.S. economic crisis are being felt all over the world as capital is shifted from North to South and the U.S. attempts to protect its interests.

In response to rising repression, exploitation, and poverty, labour and feminist movements all over the world are becoming a stronger force and are recognizing the necessity of a broad political response. In the Philippines, for example, the KMU (Kilusang Mayo Uno - militant trade union movement) and the KMK (Kilusan ng Manggagawang Kababaihan - women workers movement) have a commonality of purpose. Labour education in the Philippines goes beyond the trade union movement to include a national and international perspective; and the feminist movement, though it has its own independent organizations, does not separate itself from the movement to organize workers.

Rawwida summing up country reports. The overlap of circles in the middle represents multinational corporations.

III. SMALL GROUP WORKSHOPS ON PARTICULAR CORPORATIONS

Participants were divided into five workshops. The workshops were designed to link workers from different regions employed by the same corporations and/or to link people working on related issues.

The workshops were:

1. Clerical work and the export of data processing (North America, Caribbean)

2. Matsushita (Japan), Motorola (Malaysia), Semi-conductor Devices, (Philippines)

3. Fairchild (Indonesia, Hong Kong)

4. Philips (Netherlands, Philippines), Signetics (Thailand, U.S.)

5. Stanford Microsystems (Philippines), Texas Instruments (Philippines)

The workshop groups were directed to address the following areas:

A. o production activities
   o wages/job security
   o working environment/health conditions
   o company control of workers (overt/covert)
   o latest management strategies
   o analysis of the state of trade unionism in these companies

B. o responses to the situations described
   o how can workers, organizers, researchers, activists, struggle?

Following the workshops each group summarized their discussions on flipchart paper and reported back to the large group. There was an enormous amount of information generated in the workshops and the reporting back took a long time. The workshop reports are all on tape and could be made available to people who want more detailed information.

Workshop 1 Clerical work and the export of data processing (North America, Caribbean)

Situation

- o U.S companies are beginning to export the most mechanized, labour-intensive clerical functions to the Caribbean, primarily to English-speaking countries with high educational levels. The work that is being exported is not word processing, but data processing of things like coupons, receipts, cheques, etc.

- o Jamaica and Trinidad are beginning to automate clerical work and to do training in word processing.

- o Development policy in the Caribbean, for example, the Caribbean Basin Initiative, is making the region ripe for the cost-reducing export of data processing.

- o Conditions in data processing work include: low wages, high production quotas, inadequate training, no decision-making power or job satisfaction, and health and safety problems. Machine-monitoring is not yet an issue in the Caribbean.

Response

- o Immediate exchange of information between women working on VDTs in North America and women in the Caribbean.

- o Research on the transfer of jobs.

- o Network of women's and labour organizations.

- o Education.

- o Unionization of clerical workers.

- o Two-way exchange of workers and organizers from North America and Caribbean countries.

Workshop 2 Matsushita (Japan), Motorola (Malaysia), Semiconductor Devices, (Philippines)

Situation

- Matsushita is a Japanese-owned multinational that produces electrical appliances. Wages are $1,323 U.S./month. There is a company union in the plant.

- Motorola is a U.S.-based multinational operating in Malaysia. Wages are $120 U.S./month. There is no union but attempts are being made to organize.

- SDPI is a British-owned multinational operating in the Philippines. They produce semi-conductor devices, some of which are used for military purposes. Wages are $74 U.S./month. There is a "genuine" union in the plant.

- Conditions in all three plants are characterized by long working hours, health hazards, no job security, and management strategies to divide and control workers.

Response

- Move from pro-management to genuine trade unionism.

- Education around class analysis and socio-political issues, health hazards, working conditions, etc.

- Organize unorganized workers.

- Research should be passed on to workers.

This workshop posed the questions:

Why are multinationals operating in Southeast Asia?

- cheap labour, increased profit margin (eighty-five times what they invest), governments pave way for corporations and create good climate for investment - political stabilty, new markets

What is the impact of automation?

- very similar in every region: loss of jobs, health hazards, lack of control of working environment, difficulties in organizing

Workshop 3 Fairchild (Indonesia, Hong Kong)

Situation

- Fairchild is a U.S.-owned multinational operating in Indonesia and Hong Kong.

- Retrenchment and plant closures are occurring in both places:

  Indonesia: 1978 - 6,700 workers
  1983 - Automation, retrenchment began - asked workers to voluntarily resign for compensation of $300 U.S.
  1984 - 500 workers retrenched
  1986 - Plant closed with 625 workers.

  When workers tried to organize the company responded by establishing a "Workers Representative Council".

  Hong Kong: 1968 - 150 workers
  1975 - 3,900 workers
  1979 - Retrenchment began, work week reduced, many workers resign voluntarily.
  1973 - Union established - began with informal organizing in sewing clubs. Union was unable to prevent plant closure.

- Conditions in plants include high production quotas and health problems such as headaches, hemorrhoids, eye, kidney and bladder problems.

- Social control of workers is achieved in a number of ways including performance assessments every six months with parties and prizes being given to "good" workers who don't cause trouble. Activists are denied wages increases and are isolated from other workers. The company reinforces the feminine character of women in order to maintain a docile work force.

Response

- Education program to raise consciousness of workers.

- Organize workers by various means, including unions.

- Exchange of information and mutual support.

- Research.

Workshop 4 Philips (Netherlands, Philippines), Signetics (Thailand, U.S.)

Situation

- Philips produces diodes and transistors; Signetics produces integrated circuits and microprocessors.

- Automation: Signetics Thailand became ten times as productive with automation. Philips Philippines followed the gradual introduction of automation with layoffs.

- Job Security: Neither company provides protection against reductions in working hours and arbitrary layoffs. Policy regarding layoffs is last-in, first-out. Pressure is often applied for workers to resign voluntarily.

- Working Conditions:

  There is a much stress on production quotas and competition between workers and groups of workers is encouraged through "quality circles". Health and safety problems include eye and muscular strain, miscarriages, and breathing problems.

- Unions are actively struggling for their rights.

Response

- Exchange of company and product information (particularly use of products for military purposes).

b. Support groups and exchanges for workers from Philips and Signetics.

Rita reporting back from a workshop.

Workshop 5 Stanford Microsystems (Philippines)
Texas Instruments (Philippines)

Situation

o **Texas Instruments**

TI has fifty subsidiaries in nineteen countries. In 1984 total sales were $99.47 million.

Workers work three shifts, which change every two weeks. They have two days off/month. Wages range from $2 - 3.50 U.S./day. Health problems include anemia, urinary tract infections, ulcers, lung infections, skin allergies, sinusitis, and miscarriages.

Workers sign a contract which includes a "no-union" clause. Sophisticated management control mechanisms include awards being given to workers who don't take sick leave or vacation time. The company tries to create the image of TI as one big, happy family. TI workers live in dormitories and are bussed to the plant each day.

o **Stanford Microsystems**

Stanford Microsystems was established in the Philippines in 1973 by Cristino Concepcion. The plant began with less than 100 workers, but in 1976 they did a mass hiring of 3000 workers, and currently there are 6,500 workers.

In 1984 the plant was automated and the ratio of workers to machines went from one to one, to one to five.

Workers are subjected to dangerous chemicals. They are provided with thin masks and caps which are designed to protect the integrated circuits, not the workers.

The workers at Stanford have been on strike since June 30, 1985 and are trying to locate the president, Cristino Concepcion, as he left the country for the U.S. in July, 1986, with 32 million dollars.

Response

o Exchange of information on the electronics industry in general and company profiles of specific corporations, i.e. Texas Instruments, U.S.

o Support for strikes and campaigns: organize pickets and leafletting at companies or subsidiaries in each area and at stores where products are being sold.

- Stanford strategy: Buy cards made in support of Stanford strikers; provide information on the whereabouts of Cristino Concepcion, president of Stanford. Find out what he is doing now and put pressure on him to pay compensation to Stanford workers.

- Collect information on Silicon Valley, California - how many companies, etc.

- Make sure and share the information we have with us. Make a list of which companies people want information on.

- Solidarity messages for our various struggles.

- Sharing of organizing experiences.

Synthesis of workshop reports

1. Jobs in the electronics industry are endangered because of

    - economic crises and fluctuations in the world economy

    - automation

    - men replacing women in some jobs which are becoming more technical due to new production processes

2. Women workers are experiencing job and income insecurity, shorter working days, and plant closures.

3. Workers lives are endangered due to chemicals and job-related stress.

4. Companies are instituting new strategies to ensure higher production at lower cost, and to increase management control in the work place. These include:

    - use of new chemicals
    - new forms of "quality control"
    - subcontracting and casual work
    - higher production quotas

5. Women workers need to fight for:

    - more and better training for women workers
    - safe working conditions
    - job security (secure jobs with transferable skills)
    - the right to form genuine trade unions

    Women workers need to fight against:

    - the use of new chemicals
    - new management control systems
    - higher production quotas

IV. PANEL ON NETWORKING

The panel discussion on networking was planned by the steering committee to begin the discussion of on-going follow-up to the consultation.

Panel members were:

1. Rawwida Baksh-Soodeen, Caribbean Association for Feminist Research and Action (CAFRA), Trinidad

2. Ria Hermanussen, Research Institute Branch Electrotechnics (SOBE), Netherlands

3. Wong Ka Po, Committee of Asian Women (CAW), Hong Kong

4. Marilee Karl, ISIS International, Rome

5. Jing Porte, Cleofe Zapanta, Philippines

6. Lynda Yanz, Participatory Research Group, Canada

Following are summaries of the panelist presentations:

1. Caribbean Assocation for Feminist Research and Action (CAFRA)

CAFRA was launched in April, 1985 as a network of about forty feminists all through the Caribbean. It is a regional umbrella group designed to harness international funding and resources in order to improve the conditions of women in the Caribbean, and to operate as a clearing house for information coming out of the Caribbean.

Current activities include a research/action project on the Caribbean Basin Initiative (CBI) in Jamaica, Dominica, Trinidad and the Dominican Republic. Out of this will come education work both in the Caribbean and in North America in order that Caribbean people understand the impact of the CBI on their lives and so that North Americans can put pressure on their governments.

CAFRA has a secretariat of six people (coordinator plus five members) which meets twice a month in Trinidad. There are also national representatives in each country and several working committees.

2. Research Institute Branch Electronics (SOBE), Netherlands

SOBE is a small, independent group, that works with worker's councils inside Philips plants in the Netherlands and tries to make direct links between Philips workers in different countries. (Philips has investments in sixty countries.)

The initiative for the organization began ten years ago as more and more production was moving abroad and there was a lot of insecurity among workers, particularly women.

In the Netherlands there are 74,000 Phillips workers. Of these 11,000 are women, and of the 11,000, approximately 4-5,000 are in production, the rest work in administration.

SOBE puts out a newsletter for Philips workers, Connecta, which includes information on new technology, new developments in production, trade union struggles, and the specific situation of women workers. When Philips workers strike, they provide moral and financial support.

In 1981 they held an international conference of Philips workers, and are currently planning an international meeting of Philips bulb production workers.

SOBE is funded by the National Organization of Development Education Issues, and currently has four part-time workers.

3. Committee for Asian Women, Hong Kong

CAW began in 1978 as an Asian regional organization for women workers with the objective of facilitating awareness and organizing among women to end oppression. They began working solely with industrial workers, but now include agricultural and service workers.

CAW's activities include: a quarterly newsletter; solidarity appeals (eg. sexual torture in Korea); conferences (eg. textile, electronics workers); exchange programs of workers (eg. Thailand, Malaysia to Philippines); publications; networking; workshop facilitation; locating resources and making them available to groups; translation of materials; funding for ad hoc programs; facilitating links between women organizers.

They recently initiated an audio-visual project with women garment workers to produce a video documenting their lives.

CAW currently has three full-time staff members and a steering committee which meets every two years.

Out of the Micro-chip Consultation they would like to act as an informal or formal clearing house for information on multinationals and the micro-chip industry and to facilitate further exchange of experiences.

4. ISIS International, Rome

ISIS was founded in 1974 as an independent, international women's resource center with two offices - one in Rome, Italy and the other in Santiago, Chile. It grew out of the need for access to information and networking in order to strengthen local organizing and operates through an informal structure of contacts in different regions.

ISIS aims to promote the sharing of experiences and methods of organization among women around the world and to build direct communication channels and solidarity on a wide range of issues which include work, health, reproductive rights, development, peace, and violence against women.

Activities include:

1. Resource center/clearing house
2. Data bank on who's doing what
3. Publications - a. Women in Action (two/year)
   b. Journal (produced by women's groups in different regions, two/year)
   c. Resource Guides
4. Audio-visual materials and training
5. Mobilizing international solidarity
6. Exploring ways of using new technology to facilitate a network of NGOs

ISIS also assisted in the formation of the Latin American and Caribbean Women's Health Network in May, 1984. The Health Network deals with issues such as drug dumping and infant formula. They disseminate information, operate a referral service, facilitate contact among groups, and publish a bulletin with the latest information on health issues.

Funding for ISIS comes from development ministries in Europe, Scandinavia, and Canada, foundations, and church groups.

5. Women's Movement and International Networking, Philippines

Some of the roots of the current women's movement in the Philippines can be found in MAKIBAKA (Makabayang Kilusan ng Bagong Kababaihan), a group founded on April 18, 1971 by women activists from the youth and student movements. MAKIBAKA fought for national democracy and women's emancipation.

In 1972 when martial law was declared MAKIBAKA went underground and still exists as an underground movement of National Democratic activists.

The KKK, an alliance of women's organizations and unionized women workers also formed in 1971, fell apart after martial law was declared.

Current women's organizations in the Philippines include:

1982 Center for Women's Resources - Research, documentation and education. Not direct organizing.

1983 Women's Center - links with KMK; education, training, management of socio-economic projects.

1984 KMK - Women workers movement. Direct organizing. (Linked with the KMU which was established in 1980 as the movement for militant trade unionism in the Philippines)

1984 Gabriela - coalition of women's organizations which includes peasant women, the urban poor, professionals.

In 1986 Gabriela held the Women's International Solidarity Affair in the Philippines (WISAP). It was a celebration of International Women's Day and an attempt to build international solidarity by exposing women from

Cleofe, Secretary-General of the KMK.

different parts of the world to the situation and struggle of Philippine women. WISAP is being planned again for 1987 and Gabriela continues to facilitate an international women's solidarity network.

The KMU organized an International Solidarity Affair for workers on May 1 and continues to facilitate international worker solidarity.

The international work of both GABRIELA and the KMU includes organizing exposure tours, hosting training programs and practicums, and trying to develop support committeees for women and for workers in different countries. Right now the emphasis is on developing stronger links with neighbouring Asian countries.

> At this point Cleofe gave a presentation on the general situation of women workers in the Philippines and on the organization and activities of the KMK. Then Jing gave a brief presentation on the current political situation in the Philippines, particularly the different political parties and organizations. We have not attempted to summarize either of these presentations, but audio tapes were made of both, and there is a video tape of Cleofe's KMK presentation.

6. Participatory Research Group, Canada

PRG is a small group based in Toronto, Canada that aims to promote, carry out and facilitate popular education and participatory research - education and research directed to social change.

Their work is currently focussed particularly on women's labour issues and on Native issues within Canada.

Much of PRG's work has a local as well as an international component; the international component is often facilitated through the Women's Program of the International Council for Adult Education, of which PRG is the coordinator.

The work around microtechnology and its effects on women workers began as part of efforts to make links between the women's movement and the trade union movement in Toronto. PRG has produced two booklets and a slide-tape show and does educational work with women workers in Toronto. As this work developed the international connections became increasingly visible and important as an issue. With women in the Philippines, PRG began to plan the consultation.

Planning for the consultation was based not just on the concept of "sisterhood", but on the knowledge that we have very concrete things to learn from women in other regions of the world.

PRG will continue to develop educational work with women workers in Toronto which includes an analysis of the global assembly line. They are also committed to further developing an international network; to establishing a clearing house for information and possibly a newsletter; and to facilitating the flow of information, resources, solidarity and lessons around organizing.

V. GROUP STRATEGY SESSION

Participants were asked to think about two questions:

- What kinds of follow-up would be most useful to you and/or the organization you work with?

- Given the resources available to you, what could you and/or your organization do?

Participants wrote answers to these questions on small strips of paper. We then began going around the room hearing people's answers. As the answers were read out people whose ideas were in one way or another connected with somebody else's began to join the strips of paper together in a linked chain. By the time we had gone around the room all the slips of paper were joined into one long, multi-faceted chain.

Following is a summary of the follow-up strategies participants committed themselves to:

1. Share the information generated at the consultation with other trade union and women's groups in each country and region (information on the Philippines; the micro-chip industry; export processing zones; specific companies; export of data-processing; education and organizing efforts) through:

    - presentations, workshops and seminars
    - articles in magazines, newspapers and newsletters
    - audio-visual presentations (slide shows, video)
    - popular theatre, songs
    - radio and TV interviews
    - slides and photographs

2. Continue to share information with each other about on-going research, education and organizing efforts, through:

    - a newsletter
    - clearing house for resources
    - publications

    (Particularly requested was corporate information on specific companies and the micro-chip industry in general)

3. Strengthen worker's education programs and efforts to organize women workers; coordinate more training programs for organizers; prepare leaflets on organizing.

4. Include an international perspective in all the work we do.

5. Coordinate and make available data on the health and safety hazards of the micro-chip industry, to stimulate local, regional and international action to protect workers, their children and their communities.

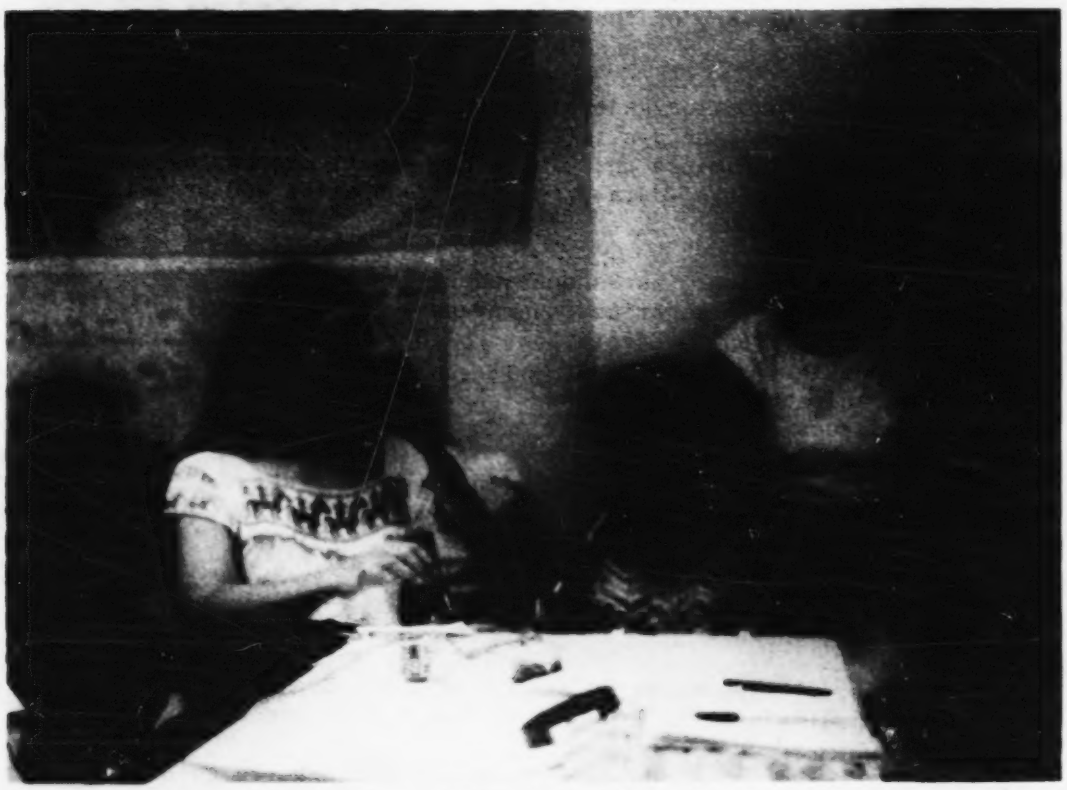
6. Organize inter-regional exchanges of workers, i.e. Philips workers from the Netherlands and the Philippines; clerical workers from the Caribbean and North America to address the increasing trend to export data processing.

7. Raise funds for organizers in "Third World" countries.

8. Organize international support and solidarity for each other's campaigns and appeals.

9. Translate relevant materials into other languages; learn other languages so as to better communicate with each other.

10. Locate Cristino Concepcion, the president of the Stanford plant in the Philippines that has been on strike since June 30, 1985. He left the Philippines for the United States in July 1986 with 32 million dollars.



Elma making suggestions about follow-up.

VI. FIESTA

A fiesta night was held the last night of the consultation. We were served a large feast and participants from each country presented songs, skits, dance, etc. We played games, were entertained by a Filipino cultural group, and our Filipina hosts presented us with small gifts as momentos of our time in their country.

VII. EVENING AUDIO-VISUAL PRESENTATIONS

Several evenings were set aside for audio-visual presentations. These included:

(a) **Women on the Global Assembly Line** (film, 59 minutes, produced by Lorraine Gray. Available from DEC films, 229 College St., Toronto, Ontario M5T 1R4, Canada or New Day Films, 22 Riverview Drive, Wayne, New Jersey 07470-3191, U.S.A.)

(b) **Who's In Control** (slide-tape, 30 minutes, produced by Participatory Research Group. Available from PRG, #309 - 229 College St., Toronto, Ontario M5T 1R4, Canada. $150 to purchase; $50 to rent.

(c) **Silicon Valley Toxics Coalition video** (Available from the Coalition, #208 - 277 W. Hedding St., San Jose, California, 95110, U.S.A.)

VIII. EVALUATION

At the end of the consultation, participants were asked to fill out an evaluation form. Following is a summary of the evaluation, based on responses from twelve participants.

1. General Comments and Suggestions

Participants had a very positive overall assessment of the consultation. An enormous amount of information was shared about the current situation in the micro-chip industry in different regions, particulary related to working conditions, wages, health and safety hazards and new forms of management control.

Of particular importance was the opportunity to meet face-to-face with such a wide range of women working on related issues. For many participants this was the first time they had experienced an exchange of this kind. The fact that participants were all workers or grassroots activists and educators meant that the tone and direction of the meeting was practical and well-grounded in day-to-day experience.

Probably the most significant outcome of the consultation is the solidarity and network building that took place. Besides taking on a variety of educational and organizing tasks in their regions, all participants went away from the consultation committed to continuing the development of this international network.

2. Were the objectives of the conference met?

In general participants answered this question very positively, with some people commenting that it was one of the best and most useful meetings they had attended. People were very satisifed with the information they received from the exposure trips and the face-to-face exchanges they had with other workers and organizers in the micro-chip industry. Participants

were also excited by the networking and solidarity links generated. One participant commented favourably on the unexpected plus of working closely with women from the Mexican garment workers union.

A suggestion was made that it might have been better to have had the networking panel earlier in the agenda and several people were concered with the difficulty of developing long-term strategies and the lack of definite plans and commitments at the end of the meeting. There was also a suggestion that it would have been fruitful to have more representatives from the office sector outside of North America.

3. Content

(a) What topics in the conference did you like most? Why?

Answers to this question varied widely, and included: the country profiles; workshops on specific corporations; network building; health and safety issues; sharing of different types of organizing; presentation on the KMK; the exposure trips; current situation in the Philippines; concrete labour situation of the workers within a country.

(b) What topics in the conference do you think needed further discussion?

Answers included: medium range strategies; concrete action; nuts and bolts of organizing international solidarity activities at the local/regional level; policies and directions of governments and transnational

Filipinas performing a skit on organizing women workers.

corporations; the exploitation of office workers; how close cooperation and information exchange between KMK and the women's trade union in the Netherlands can be further elaborated; the discussion of the KMK and the Philippine political situation should have come earlier; more discussion about health and safety; more time to assess personal reactions to ten very full and stimulating days.

(c) What other topics do you think should have been included or should not have been included?

This question was largely left blank. The answers received included: Negros workers; education and care of children (future workers) and the integration of political work and family obligations (coping strategies).

4. Process/Methodology

Participants were for the most part pleased with the process of the consultation. When asked which part/activity of the consultation they found most fruitful almost everybody said the small group workshops on particular corporations. Second to the workshops was the fiesta!

The exposure trips were seen as an excellent introduction to the situation in the Philippines and provided participants with an opportunity to get to know one another informally and to consolidate as a group.

It was pointed out that the Microtech Committee and organizers of the consultation could have been formally introduced at the beginning of the meeting, as there was some confusion as to who was who.

Several people commented that the presentations in the large group tended to be too long and detailed. It would have been helpful to have provided more direction to participants regarding presentations. Many participants would have liked more variety in form: for example, more small group discussions, audio-visuals, exercises, singing, and a little more rest time, particularly after the exposure trips.

Some people felt there needed to be more structure in general, that the timing of meetings was too flexible. We often started late and were not disciplined about keeping to a fixed agenda. Several people felt that ten days was just not enough time to do everything we wanted to do.

In terms of participants' involvement and participation in the meeting, most participants thought it was extremely good and that a real exchange took place. Some concerns were expressed about people who were participating through translators. It was noted that they tended to ask less questions. The lack of an offical Spanish-speaking translator for the Mexican participants also put a serious responsibility on two of the other participants which probably somewhat affected their ability to participate.

IX. MICROTECH COMMITTEE FOLLOW-UP

Summary of proceedings:

With documentation from the Philippine team, PRG will prepare a summary of proceedings which will include summaries of presentations and discussions, photographs, and an evaluation of the consultation. The report will be distributed in January to participants and funders.

Networking memos:

A series of memos will be sent to participants, beginning in November, to up-date on follow-up activities, to distribute slides and photographs taken at the consultation, to establish a clearing house for information and materials exchange, and to continue a discussion of long-term strategy.

Popular Education Booklet:

With input from participants, the Microtech Committee will collectively produce a popular education booklet based on the information, case studies and strategies presented at the consultation. The first draft will be prepared by PRG by April, 1987 at which time representatives from the Committee will meet to discuss it and to solicit further input from participants. Production will be complete by August, 1987 and the booklet will be distributed to each region for use as an education tool.

Asia Regional Seminars:

Participants from the Asia region are planning a series of regional seminars to share the information generated and exchanged at the consultation with other workers and organizers who were unable to attend.

Four seminars are planned, one each in Malaysia, Indonesia, Thailand and the Philippines.

The Microtech Committee members in the Philippines will coordinate and act as resource and support people for the seminars.

Other possible activities:

- production of an audio-visual (slide-tape show or video) based on the consultation
- research on a broader conception of the global assembly line, which includes assembly workers in North America, clerical workers in "Third World" countries, the impact of automation on production jobs in the "Third World", and the increasing trend towards the export of data processing.

- a North America-Caribbean regional exchange or seminar on the export of data processing
- an exchange of Philips workers from the Philippines and the Netherlands

Group photo at the fiesta.

C. RESOURCES FROM THE CONSULTATION

(This is not intended to be a bibliography, but rather a listing of resources that were distributed or presented at the meeting. In order to receive these materials please write to the addresses given. If there is no address, write PRG and we will try to provide more information on how to obtain the materials.)

COUNTRY REPORTS DISTRIBUTED

Centre for Asian Women Workers' Fellowship, Country Report from Japan. (13 pp.) Available from Centre for Asian Women Workers' Fellowship, 2-3-18-34 Nishi-Waseda, Shinjuku-ku, Tokyo, Japan

Participatory Research Group, Report on the Impact of Microtechnology on Women's Work in Canada, (26 pp.) and Summary, (3 pp.). Available from the PRG, 229 College Street, Suite 309, Toronto, Ontario, M5T 1R4 Canada.

Suparsih, My Experience in Moulding ICs [Integrated Circuits] for Satellites, Indonesia, (5 pp.)

Workers' Rights Division, Union for Civil Liberty, Thailand Country Report (10 pp.) Available from Union for Civil Liberty, 446 Soi Kiachai, Asoke-Dindaeng Rd., Huaykwang, Bankok 10310, Thailand.

INFORMATION ON HEALTH HAZARDS

Baker, R. and Woodrow, S., "The Clean, Light Image of the Electronics Industry: Miracle or Mirage?" (pp. 21-35) in Double Exposure: Women's Health Hazards on the Job and at Home, edited by Wendy Chavkin. Published by Monthly Review Press, 155 West 23rd Street, New York, N.Y. 10011, USA.

CMA-Chemical Manufacturers Association [USA], Glycol Ethers Program Panel Research Status Report, Sept. 1, 1983, (4 pp.)

"Despite Health Threat Gylcol Ethers Remain in Use in Some Plants", Wall Street Journal, June 26, 1984 (1 pp.)

Project on Health and Safety in Electronics (PHASE), The Electronics Industry and its Hazards. (1 pp.)
All PHASE materials are available from PHASE, 630 N. First St. #202, San Jose, California 95112

------- PHASE Factsheet #1, Trichloroethylene (TCE). (2 pp.)

------- PHASE Factsheet #2, Reproductive Hazards in the Electronics Industry. (2 pp.)

------- PHASE Factsheet #3, 1,1,1-Trichloroethane. (2 pp.)

------- PHASE Factsheet #4, Solders and Fluxes. (4 pp.)

------- PHASE Factsheet #5, Epoxy Resins Factsheet. (6 pp.)

------- PHASE Factsheet #6, Carcinogens in the Electronics Industry. (6 pp.)

------- PHASE Factsheet #7, Acids and Bases. (4 pp.)

------- PHASE Factsheet #8, Vision in the Electronics Industry. (4 pp.)

Reproductive Toxicology Center, Reproductive Toxicology. A Medical Letter on Environmental Hazards to Reproduction, Vol.4, No.4, (July, 1985) Available from Reproductive Toxicology Center, 2425 L Street, N.W., Washington D.C. 20037 USA.

SCCOSH [Santa Clara Center for Occupational Safety and Health], Factsheet--Video Display Terminals. (4 pp.) Available from SCCOSH, 361 Willow Street, No. 3, San Jose, California 95110.

Silicon Valley Toxics Coalition, Fact Sheet. (1 pp.)
All Silicon Valley Toxics Coalition materials available from them, 277 W. Hedding St. #208, San Jose, California 95110

------- Is Your Water Safe? (3 pp.)

------- Toxics News, Vol.3, No.2 (Fall, 1985), (8 pp.)

------- Unmasking the Hazards. A Workers Guide to Job Hazards in the Electronics Industry, (42 pp.)

SIA--Semiconductor Industry Association [Calif.], Possible Health Effects Associated with Occupational Exposure to Cellosolve and Certain Other Glycol Ethers, May 11, 1982, (2 pp.)

Working Women Education Fund, Warning: Health Hazards for Office Workers, 9 9 to 5, National Association of Office Workers, (6 pp.)
Available from Working Women Educational Fund, 1224 Huron Road, Cleveland, Ohio 44115

MATERIALS ON MICRO-CHIP TECHNOLOGY

"Changing role of S.E. Asian Women--The Global Assembly Line and the social manipulation of women on the job", Special Joint Issue, Southeast Asia Chronicle, Issue No.66, Jan.-Feb. 1979, and Pacific Research, Vol.9, No.5-6, June-July, 1978 (28 pp.).

Committee for the Protection of Women in the Computer World, Women and Micro-Electronics in Japan, Paper presented at the International Women and New Technology Conference, June 19-22, 1983, Geneve, Switzerland, (45 pp.). Available from Committee for the Protection of Women in the Computer World, c/o Japan Women's Council, Product Bldg., 1-33-3 Hongo, Bunkyo-ku, Tokyo, Japan

Office Technology Education Project (OTEP), Common Office Hazards...and How to Avoid Them, (4 pp.) Published by OTEP, c/o CSPP, 186A South Street, Boston, Massachusetts 02111 USA.

_____ A Stress Epidemic in the Office, (2 pp.) Available from OTEP.

_____ A Model VDT Workstation, (2 pp.) Available from OTEP.

_____ Job Content: More Than Meets the Eye, (2 pp.) Available from OTEP.

Participatory Research Group, Short Circuit: Women in the Automated Office. (48 pp.) Available from PRG, 229 College Street, Suite 309, Toronto, Ontario M5T 1R4 Canada.

_____ Short Circuit: Women on the Global Assembly Line. (39 pp.) Available from PRG as above.

"Technology Coalition Launched", Automated Times. A Massachusetts Newsletter on Office Automation, Vol.2, No.1, Spring, 1986, (5 pp.) Available from Office Technology Education Project, C/O CSPP, 186A South Street, Boston, Massachusetts 02111.

"Technology from the Underside", Church and Society Newsletter, No.4, June, 1986, Geneva, Switzerland, (4 pp.).

Women Working Worldwide, The International Division of Labour in the Electronics, Clothing and Textiles Industries. 1983, (24 pp.) Published by War on Want, 467 Caledonian Road, London N7, England.

Working Women, 9 to 5, National Association of Office Workers, Race Against Time: An Overview of Office Automation (3 pp.). Published by National Association of Working Women, 1224 Huron Road, Cleveland, Ohio, 44115 USA.

------- Hidden Victims: Clerical Workers, Automation, and the Changing Economy, (4 pp.). Available from National Association of Working Women as above.

World Council of Churches and National Council of Churches, Philippines, Technology from the Underside, Report of the Consultation on New Technology, Work and the Environment, sponsored by the World Council of Churches and the National Council of Churches in the Philippines. Available from National Council of Churches, 879 EDSA, Quezon City, Philppines.

U.N. Centre on Transnational Corporations, Summary of Report, Transnational Corporations in the International Semiconductor Industry. (7pp.)

GENERAL AND BACKGROUND INFORMATION

Background on Texas Instruments [in Baguio Export Processing Zone]. (4 pp.)

Centre for Asian Women Workers Fellowship, In the Shadow of Affluence: Stories of Japanese Women Workers, Michiko Hiroki. Available from Committee for Asian Women, Urban Rural Mission, Christian Conference of Asia, 57 Peking Road, 5/F, Kowloon, Hong Kong.

Committee for Asian Women and Isis International, Industrial Women Workers in Asia. Available from Committee for Asian Women, Urban Rural Mission, Christian Conference of Asia, 57 Peking Road, 5/F, Kowloon, Hong Kong or ISIS International, Via Santa Maria dell'Anima 30, 00186 Rome, Italy.

Isis International, Information Mobilization - Networking in the Global Women's Movement. The experience of Isis International Women's Information and Communication Service. Available from Isis International, Via Santa Maria dell'Anima 30, 00186 Rome, Italy or Isis Internacional, Casilla 2067, Correo Central, Santiago, Chile.

Kilusan ng Manggagawang Kababaihan (KMK), The Filipino Women Workers Demands - KMK. (2 pp.) Available from KMK, Room 406, R & G Tirol Building, 831 Edsa Corner, Scout Albano St., Quezon City, Metro Manila, Philippines.

Pilot Study on "The Impact of the Caribbean Basin Initiative (CBI) on Women in the Region". (13 pp.) Available from Caribbean Association for Feminist Research and Action, 19 Maraj Street, Tunapuna, Trinidad & Tobago, West Indies.

Provincial Trade Union Situation [in Bataan Export Processing Zone]. (3 pp.)

September 19 Garment Workers Union, The Founding of the September 19 Garment Workers Union. Available from Sindicato Nacional de Trabajadores Septiembre". Available from the union, San Antonio Abad #151, Colonia Obrera, Mexico, D.F., C.P. 06800.

_____ Garment Worker for Life: Interview with Lupe Conde by Sara Lovera.

Situationer on Prostitution in Olongapo, [Philippines]. (2 pp.)

The Mostek Worker's Struggle for Justice Continues!

NEWSLETTERS

Asian Women Workers Newsletter, published four times a year, by Committee for Asian Women, 57 Peking Road, 5/F, Kowloon, Hong Kong.

Automated Times, A Massachusetts Newsletter on Office Automation. Published by Office Technology Education Project, c/o CSPP, 186A South Street, Boston, Massachusetts 02111 USA

Connecta: Quarterly International Information Bulletin for Philips Workers. Published by SOBE, Demer 38, 5611 AS Eindhoven, Nederland.

Global Electronics, published monthly by Pacific Studies Center, 222B View Street, Mountain View, California 94041 USA.

Labour Communications, available from 48 Princess Margaret Road, Kowloon, Hong Kong.

Sistren, published by Sistren Theatre Collective, 20 Kensington Crescent, Kingston 5, Jamaica.

Produced by the Participatory Research Group
229 College Street, Suite 309
Toronto, Ontario M5T 1R4
(416) 977-8118